

The University Senate of Michigan Technological University

Proposal 6-19

(Voting Units: Academic)

“Amendment to Senate Procedures 805.1.1, Search Procedures for Department Chairs and School Deans”

Submitted by: Academic and Instructional Policy Committee

Background/Rationale

The Senate Procedure 805.1.1, “*SEARCH PROCEDURES FOR DEPARTMENT CHAIRS AND SCHOOL DEANS*” currently states with respect to department chairs: “At least one person on the search committee has received training in recruiting strategies to improve diversity and on the legal aspects of faculty hiring.”

Department Chairs and School Deans are often conferred faculty status in their unit upon hire (if external candidates), or already have faculty status (if internal candidates). In this respect, searches for Department Chairs and School Deans are also searches for faculty, and thus should meet the same expectations for broad, diverse, and legal search procedures as for regular faculty appointments. This proposal is intended to harmonize training expectations for best hiring practices among all search committees involving faculty appointments, whether that appointment is primary or secondary.

Proposal:

This proposal proposes that Senate Procedures 805.1.1 “*SEARCH PROCEDURES FOR DEPARTMENT CHAIRS AND SCHOOL DEANS*” be amended so that the requirements for diversity and legal aspects of hiring training be harmonized with the existing Provost policy for faculty search committees, requiring training for all search committee members.

We propose that all members of search committees are required to have up-to-date training in diversity literacy and legal aspects of hiring in order to serve on searches for faculty, department chairs, and college and school deans (with the exception of the Graduate School and Pavlis Honors College).

1. Add a requirement to Section 1-A-1:

“The search committee will include the following persons (all of whom must have received training in recruiting strategies to improve diversity and on the legal aspects of faculty hiring.”

2. Change the text in Section 11-A-3:

“**All persons** ~~At least one person~~ on the search committee ~~have~~ **has** received training in recruiting strategies to improve diversity and on the legal aspects of faculty hiring.”